



Handel and Haydn Society

President & Chief Executive Officer

Organization

Handel and Haydn Society (H+H) is the oldest continuously operating performing arts organization in the United States. Founded in 1815 in Boston, H+H has remained a cultural leader for more than two centuries, advancing a mission and vision to inspire, elevate, and connect through transformative performances of Baroque and Classical music, and to bring the joy and rigor of this repertoire to audiences across Greater Boston and beyond. It remains steadfast in its commitments to quality, inclusivity, and impact that define H+H as a treasured cultural institution. Its Grammy-winning orchestra and chorus are celebrated for performances of exceptional freshness, vitality, and historically informed style. The H+H vision affirms a commitment to artistic excellence, financial stability, expanded audience engagement, impactful learning programs, and long-term organizational sustainability as reflected in its updated 2023–2028 Strategic Plan.

From its earliest years, H+H has shaped America's musical landscape. It introduced U.S. audiences to enduring masterworks, including Handel's *Messiah* (1818), Haydn's *Creation* (1819), Verdi's *Requiem* (1878), and Bach's *St. Matthew Passion* (1879). Since its founding, H+H has presented more than 2,700 performances to over 2.8 million people. Today, the orchestra and chorus appear in Boston's most iconic venues, presenting the majority of its concerts at Symphony Hall, a landmark space with a seating capacity of 2,625, and at New England Conservatory's Jordan Hall, an intimate 1,051-seat auditorium renowned for its acoustics. H+H also regularly appears at Harvard University's Sanders Theatre, a historic 1,000-seat venue in Cambridge. Beyond Boston, H+H has expanded its reach with performances in 2025 at Artis Naples and the Kravitz Center for the Performing Arts in Palm Beach, in addition to a Carnegie Hall debut in 2026.



Artistic vision, quality, and impact are paramount at H+H. It named acclaimed conductor, cellist, and keyboardist Jonathan Cohen as its 15th Artistic Director, beginning in the 2023–2024 season. Cohen continues to build upon the orchestra's and chorus's reputation of delivering uniquely rewarding, engaging, and emotionally moving concert experiences. As Founder and Artistic Director of the UK-based early music ensemble Arcangelo, he is a two-time Gramophone Award winner and Grammy Award Nominee. In addition, Cohen is Music Director of Quebec's Les Violons du Roy, Artistic Director of the Tetbury Festival in the UK, and Artistic Partner of the Saint Paul Chamber Orchestra. A much-in-demand guest conductor, Cohen has appeared on both sides of the Atlantic with numerous ensembles, including the Budapest Festival Orchestra, Basel Chamber Orchestra, Orchestre Philharmonique Royal de Liège, Orchestre Philharmonique de Radio France, New York Philharmonic, and Philharmonia Baroque Orchestra, as well as the Glyndebourne Festival numerous times since 2010.



H+H's programming blends Baroque and Classical repertoire with innovative premieres and inventive thematic pairings, performed with H+H's renown historical insight. Its 210th season opened with Handel's *Saul*, followed by Beethoven's *Symphony No. 7*, and Handel's *Messiah*. It performed its 12th annual Emancipation Proclamation Concert, a celebration of liberty and freedom, in partnership with the Museum of African American History. The season will conclude with works by Mozart and Haydn, Handel's *Water Music*, and finally a glorious vocal program highlighting the music of Bach, Brahms, and Gesualdo. H+H's impact extends deep into the community through the Karen S. and George D. Levy Education Program, which supports seven youth choirs for students in grades two to 12 and distributes thousands of free tickets each year to students and community groups, ensuring broad access to world-class musical experiences.

The President & Chief Executive Officer (CEO) oversees 24 full-time employees and reports to a 33-member Board of Governors led by Chair Judith Verhave and consults with the 30-member Board of Advisors, led by Co-Chairs Carrie L.T. Hammond and Nick Dials. H+H engages its instrumentalists under a collective bargaining agreement with the Boston Musicians' Association of the American Federation of Musicians (AFM), which extends through June 30, 2026. Its singers are entering into negotiations for their first collective bargaining agreement under the auspices of the American Guild of Musical Artists (AGMA).

For the fiscal year ending June 30, 2026, H+H anticipates total revenues of \$7.72 million, including \$4.25 million in contributions and grants, \$1.69 million from program services, \$1.24 million from investment income, and approximately \$540,000 from other sources. H+H launched a major capital campaign at the start of the 2021 fiscal year that exceeded its goal in raising roughly \$54 million, including \$21 million for its annual fund, \$20.6 million in endowment, and \$9.9 million in planned gifts, highlighting that its 1815 Society serves one of its most important legacy giving opportunities.

Position Summary

The CEO will be responsible for leading a multi-faceted arts organization and must have strong financial acumen with a passion for fundraising and development. They must be a creative, dynamic, and visionary leader who is collaborative, diplomatic, and inspires confidence. Balancing the budget while focusing on growth potential will be critical. The capacity to collaborate with members of the Board, artistic leadership, and senior staff to conceive, design, and execute a coherent organizational strategy which will enable H+H to achieve its strategic ambitions is essential. Key elements of the role will also include financial management, fundraising, strategic planning, sales and marketing, human resources management, and operations. The CEO will implement and support the strategic direction of H+H, focusing on financial resiliency, donor and audience engagement, corporate partnerships, foundation relations, and other key initiatives.

Roles and Responsibilities

Strategic Vision, Leadership, and Planning

- Collaborate with the Board to develop and implement policies that support a fiscally responsible and artistically vibrant strategic direction.
- Invigorate a galvanizing vision that unifies H+H around an impactful mission and strengthens its relevance to local, regional, and national communities.
- Increase attendance and broaden audience diversity, engagement, philanthropic support, and visibility to expand the critical acclaim of H+H artistic leadership and programs.
- Participate in the refresh and implementation of an organization-wide strategic plan, working closely with the Strategic Planning Committee and Board.

Revenue Generation

- Lead major gift cultivation, solicitation, and stewardship, as well as continued annual fund, capital campaign, and planned giving initiatives.
- Drive the growth of earned and contributed revenues, including ticket sales, touring, and audience engagement, as well as extend support for deeper education program participation.
- Advocate as H+H's primary public representative and media spokesperson, strengthening the organization's visibility and relationships throughout Boston and nationally while highlighting the importance of classical music and arts education fields.

Artistic Partnerships and External Relations

- Partner with the Artistic Director to elevate H+H's artistic profile.
- Guide collective bargaining agreement negotiations with the AFM and AGMA in supporting strong partnerships with musicians and artistic personnel.

Fiscal Resiliency, Team Vibrancy, and Technological Advancement

- Develop achievable short- and long-term operating plans and budgets that ensure artistic excellence, cross-departmental collaboration, and high production standards.
- Explore, embrace, and implement appropriate technological advances to promote effective audience development, community engagement, brand awareness, and social visibility.

- Ensure that the organization is led in a fiscally responsible and operationally rigorous manner in collaboration with the Board, Artistic Director, and staff.
- Engage, manage, inspire, and mentor a dynamic senior leadership team and ensure that H+H staff are afforded opportunities for personal and professional development.
- Embrace technological advances for internal operations and business management.

Traits and Characteristics

The CEO must have a dynamic leadership style with strong fiscal fluency, emotional intelligence, and the capacity to collaborate with artistic leadership, members of the Board, and staff to enable H+H to achieve its strategic and artistic goals. They will enjoy and be comfortable in interacting with people within and outside of the organization. A leader who honors the legacy of a historically important organization, the CEO will be an innovative, creative, and entrepreneurial leader who embodies a respectful approach and is an excellent motivator. They must be a strong leader, a unifier of people, and charismatic in their approach. The CEO must also support evolving technological, financial, human capital, and organizational practices.

Other key competencies include:

- **Personal & Professional Leadership** — The capacity to take ownership for decisions and actions while organizing and influencing people to believe in and support the organization’s mission, vision, values, and relevance.
- **Problem Solving and Planning & Organizing** — The ability to define, analyze, and solve complex issues and to establish appropriate courses of action.
- **Interpersonal Skills and Stakeholder Focus** — The capacity to effectively communicate, build strong relationships, and address complex issues while maintaining organizational stability.
- **Goal Orientation** — The ability to set, pursue, and attain goals, regardless of obstacles or circumstances.

Qualifications

At least seven to ten years of progressive senior management experience with strong financial acumen and demonstrable fundraising results in identifying, cultivating, and soliciting individuals, foundations, corporations, and government entities is essential. Excellent business acumen is also required, including strategic planning, sales and marketing, branding, human resource management, and operations. A career trajectory in orchestras, choruses, music festivals, or arts education institutions is preferred, but leaders may also have business, multi-faceted nonprofit, or other related experience. A previously demonstrated interest and participation in classical music is expected.

Compensation and Benefits

H+H provides a competitive and equitable compensation package with an estimated base salary in the range of \$275,000 to \$325,000. Benefits include medical, dental, and vision insurances; short- and long-term disability; employer-sponsored life insurance; an employer-sponsored flexible spending account; health savings account; transit and commuter benefits; and sick days, paid time off, and holidays. H+H has a hybrid work environment; however the CEO needs to reside in Greater Boston to become deeply embedded in this vibrant community.

Applications and Inquiries

As part of an inclusive process, interested applicants are invited to inquire and/or submit a cover letter that highlights their interest and qualifications, as well as a resume that highlights a chronological career progression, education, and associated accomplishments. Those who do not meet all the criteria outlined in the position announcement but have relevant experience are welcome to contact Arts Consulting Group (ACG) for a confidential exploratory conversation. H+H and ACG are committed to inclusion and accessibility and welcome applicants with disabilities and provide accommodations at any stage of the hiring process. To submit materials (electronic submissions preferred), please click [here](#) or visit ArtsConsulting.com/OpenSearches.

For questions or general inquiries about this unique opportunity, please contact:

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H+H is an equal opportunity employer and is committed to diversity in the workplace by maintaining a team that represents the traditions and voices of contemporary Boston.